

## Turning Your Internship Into a Job

If you are interested in [turning your internship into a job offer](#), it's important to know exactly what employers look for when hiring full-time employees. In addition to relevant skills, employers seek employees who have the personal values, characteristics, and personality traits that spell success. Good personal values are what makes the foundation for a good employee. Internships are an excellent time to show employers that you have the personal traits that they value in their employees. Do not make the mistake of missing the opportunity to show your supervisors at your internship that you have what it takes to be successful on the job as well as possessing the personal characteristics they value. An internship is an opportunity to learn the skills and behaviors along with the work values that are required for success in the workplace.

Article from About.com Internships

## WHAT AN INTERN NEEDS WHEN APPLYING

- Resume
- Specific Skills
- Work Environment
  - Organized
- Timely on Their Responses
  - Adaptability

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### VOLUNTEERLEON MISSION STATEMENT

To strengthen individuals and organizations in our community through volunteerism.

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### VOLUNTEERLEON VISION STATEMENT

A responsive and caring Big Bend community defined by volunteerism and civic engagement.

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### VolunteerLEON Internships

918 Railroad Avenue  
Tallahassee, FL 32310  
Phone: 850-606-1970  
Fax: 850-606-1971

E-mail: [bushj@leoncountyfl.gov](mailto:bushj@leoncountyfl.gov)

## *VolunteerLEON* *STUDENT* *Brochure*



## INTERNSHIP EXPERIENCE COUNTS

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[www.VolunteerLEON.org](http://www.VolunteerLEON.org)



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### **INTERNS ARE MORE LIKELY TO FIND A JOB**

The most obvious advantage to internships is the potential for full time employment. According to the National Association of Colleges and Employers (NACE) new college graduates who had participated in internships did far better in the job market than their classmates who had not had that experience. In 2008 employers extended job offers to nearly 70% of their interns, up from 57 percent in 2001.



### **THE NUMBERS DON'T LIE**

The numbers for 2009 are just as encouraging for those who've been interns. Just 14 percent of 2009 college seniors who hadn't been interns had jobs waiting for them upon graduation. In contrast, even in 2009's tough job market, 23 percent of interned graduates had full-time jobs by that time. It makes sense that employers would look to hire from those who have proven themselves by demonstrating their skills, abilities, and character by fulfilling daily responsibilities associated with their internship.

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### **INTERNS GAIN VALUABLE EXPERIENCE**

Even if your internship doesn't turn into a job at the particular company you're interning at, the experience you will have gained can make it easier to obtain employment elsewhere. According to NACE, responding employers indicated that while 31 percent of their new employees came from their own internship programs, 62 percent had internship experience of some kind.

### **EMPLOYERS SEEK EXPERIENCED WORKERS**

#### **Internship Experience Counts**

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The importance of completing an internship prior to graduating from college cannot be stressed enough. Recent statistics repeatedly show that employers prefer new hires that have gained relevant work experience through internship or co-op experiences and make full-time job offers based on these experiences. Many organizations have set up internship programs within their organization for the purpose of training and hiring interns as full time employees. It has also been proven that retention rates of new employees are considerably higher for those who have completed an internship with the organization.